
SOUTH CENTRAL COLLEGE



DIVERSITY COMMITTEE

December 14, 2011
11:00 a.m. – 1:00 p.m.
MINUTES

Present: Keith Stover, Linda Beer, Johnna Horton, Ann Anderson, Ricki Walters, Jane Greathouse, Kathi Rusch, Nancy Genelin, Dan Zielske, Brian Fors, Kirstin Cronn-Mills, Sri Pudipeddi, Carol Freed, Heidi Beske, Kathy Olson, WC Sanders **Guest:** Karen Snorek

Excused: Brian Wollum, Fanah Adam, Laural Kubat, Marilyn Weber, Tracy Stokes-Hernandez

Absent: Suzanne Nordblom

Diversity Statement

South Central College is committed to fostering a campus environment of inclusion, knowledge, and understanding in which faculty, staff and students learn to value diversity and to respect individual differences that enrich our college community.

Ann Anderson moved to approve the minutes. Linda Beer seconded.

Review Ground Rules:

The list of Ground Rules was distributed by Jane. The committee was asked for comments, changes, additions, etc. "Do not engage in side conversations" was changed to read "Do not engage in side conversations during the meeting." Suggestion to add a statement that would reflect that this committee be a safe environment for everyone to share opinions, etc. Ricki suggested, "Work to create a safe environment with respect" listing other "respect" ground rules beneath it. Ground rules will be reviewed periodically.

New Meeting Day/Time:

Jane sent a doodle poll to the committee looking for day and time for spring semester meetings. The second Friday of the month looks the best for President Stover.

Name Change:

There was more discussion on changing the name of the committee. President's Diversity Council was suggested. Kirstin listed several choices from the Thesaurus. Discussion will continue.

Questions and Concerns:

Karen Snorek, Vice President of Finance and Operations was asked to share the rationale and information on meeting the codes for facility remodeling and updates. Some committee members questioned why there wasn't a handicap mechanism put on the Academic Support Center door. Karen explained that we are in compliance and that contractors are aware and know what must be done to meet codes. SCC had a Civil Rights Audit two years ago and we are in compliance. Karen has not received complaints from students.

The subject of a prayer room and a foot washing room was brought up. Keith and Karen shared that we cannot use state dollars for such a remodel but the funding could come from students or a private donor. Extensive conversations have been held at the Administrative meetings.

Some committee members referred to Goal 6 #4 asking to be part of decisions in the college's facility planning efforts. Brian Fors, Chief Diversity Officer and the Administrative Team are all part of the facility planning efforts. Some of the members want this committee to be a resource for facility planning and want all SCC committees to be involved in the facility planning communication. Linda Beer, offered to be the liaison person for the Retention Committee. Brian Fors will write up some processes for communicating items happening at our college. Jane Greathouse expressed the notion that SCC should go beyond the minimum standards in order to be more inclusive.

Kathi Rusch indicated that the Global Connections Conference is still looking for a keynote and other speakers. Ricki will send a name of someone from St. Cloud State to Amy. Kathi Rusch will also respond to Amy with some names. The Global Conference focus is on Native American culture, but other cultures will also be part of the conference. The committee asked Brian Fors to investigate how much we are working with the community to ensure that the conference is respectful of the history surrounding the anniversary of the Dakota War. The Global Conference will be on the next Diversity Committee agenda.

Diversity Plan: Goal 1 Strategies 1 and 2 (Developing cultural competence via curriculum):

Kirstin shared her research and information she received from responses from the faculty. She received a response rate of 62%. This report will be the springboard for providing training and information to faculty about diversity. Kirstin is working with Johnna on educational training items for the web. It was suggested to start with activities. It was also suggested to share this report with the entire college community.

Beth Danberry from Research, Planning & Grants office will be asked to attend a meeting to share data on how students perceive our efforts in teaching and addressing diversity topics.

Training Plan Progress:

Website: Johnna has received some suggestions for the website. It was suggested that Steve Pottenger attend the February meeting to show us a sample of how the website will look. All requests and suggestions for the website should be sent to Johnna by the end of December. Send fun links also.

Committee Training: Facing Racism.org was suggested as a good training website. We will discuss in January.

Mandatory Training: The committee discussed training options for faculty workshop in January. Games and activities for the January 6, faculty in-service were discussed. Jane and Kirstin are meeting on Monday, to plan.

Voluntary Training: Nine people have volunteered to be on the Diversity Action Team sub-committee. The sub-committee will be working on a training plan. Kristin will be part of the team and will share her report.